



# **SYSTEM PLAN**

## **Sixth Edition**

John M. Glenn  
Commission Chairman

# PLANNING AND STANDARDS COMMITTEE

## MEMBERSHIP

### November 2005

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# SYSTEM PLAN

Sixth Edition

## Mission

*To assure that all of the State's criminal justice officers are both competent and ethical in the conduct of their duties.*

## Our Vision

*The system of selection, training, and retention of criminal justice officers will support the continued professional development and growth of all officers and the most effective and ethical provision of protection to all citizens.*

# Core Values

The North Carolina Criminal Justice Education and Training Standards Commission is dedicated to meeting the multitude of needs of the criminal justice system in everything it does. The Commission strives to provide quality justice services to all the citizens of North Carolina. To this end the following Core Values will guide the Commission in all its deliberations and decision making:

- ◆ Make no decision unless it is thoroughly researched, explained, and evaluated by Commission members, those they represent, and other constituencies.
- ◆ Put the concerns of the Criminal Justice System first. The Commission will help the system members, and ultimately all the citizens of North Carolina, achieve their goals. We shall seek their input in all that we can do.
- ◆ All persons appearing before the Commission will be courteously received and be allowed to present their point of view in accordance with Commission procedures and the laws of North Carolina.
- ◆ Strive to be innovative and responsive in addressing the current and future needs of the Criminal Justice System by a coordinated planning and goal-setting process.
- ◆ Be receptive and open to new ideas and concepts and alert to change, which if implemented, will improve the Criminal Justice System in North Carolina.
- ◆ Promote a system where only the very best can be selected, employed, and retained by establishing reasonable, yet exacting standards and require that training and other developmental activities improve the competence and ethical behavior of professional criminal justice officers and staff.

# **Sixth Edition System Plan**

## **2006 - 2011**

### **North Carolina Criminal Justice Education and Training Standards Commission**

The North Carolina Criminal Justice Education and Training Standards Commission, through N.C.G.S. Chapter 17C, is given the responsibility to establish minimum employment, training, and retention standards for the State's criminal justice officers. The Commission and its predecessors have found it necessary to plan for the effective implementation of innovations in the State's system of criminal justice employment, training, and education. The Commission has always operated under the guidance of a "System Plan." This document is the Sixth System Plan since the original was adopted by the Commission's predecessor in 1979.

Since its initial meeting on January 18, 1980, the Commission has conducted its business through three Standing Committees and an Executive Committee. In 2004, the Standards Committee became the Probable Cause Committee, and standards responsibilities were transferred to the Planning Committee, making it the Standing Committee on Planning and Standards. This Committee is responsible for developing and presenting a System Plan to the full Commission for discussion and approval. The System Plan, once adopted by the Commission, provides direction for the full Commission and its staff.

The Sixth Edition System Plan continues the policy set forth in the preceding plan of setting a legislative agenda and funding strategy for each goal. The Sixth Edition System Plan continues to focus the Commission's resources and energy on a few important goals rather than diluting its efforts by trying to achieve many goals of potentially lesser priority.

The Commission seeks to accomplish its Mission in this System Plan through seven (7) Goals, each with set Objectives. The Goals were derived from discussions with the stakeholders of the criminal justice community in six Regional Meetings held across the State in the fall of 2004. The Planning and Standards Committee also received input from meetings of professional organizations and the Commission itself.

# GOALS & OBJECTIVES

The Commission's Standing Committee on Planning and Standards recommends the following goals, with their underlying objectives, for adoption in the Sixth Edition of the System Plan. The Committee conducted public meetings across the state and received input from the criminal justice system and the general public.

While all the goals are important to the system, they are listed in order of priority, based on polling of Commissioners in their May 2005 meeting. In that ranking, Goal 1 was ranked, by far, as the most important. Goal 2 was clearly the next most important. Goals 3 and 4 followed, with both being ranked as equally important.

Timelines for working on the goals should be established by the committees with responsibility for each goal. Some committees must coordinate working on several goals.

Each goal contains an objective about legislative and funding strategies. That objective is the responsibility of the Commission as the whole and its Executive Committee.

The Commission should recognize that committees will work on some goals without ever completing them and that some goals may never be reached, given budgetary constraints on the Commission and its staff. Even so, we recommend these goals with the conviction that they will promote the mission and vision of the Commission.

## **GOAL 1**

Continue to study reading comprehension and writing competency and their relationship to successful completion of Basic Law Enforcement Training (BLET) and success as a criminal justice officer.

### **Objectives**

- A. Evaluate the need for establishing minimum standards in reading and writing for entrance into BLET.
- B. Lead in the identification of tools and best practices for improving skills of criminal justice officers in both reading comprehension and writing competency.
- C. Lead in the identification of best practices for evaluating reading comprehension and writing competency.
- D. Devise legislative and funding strategies to achieve this goal.

### **Background**

Input from the criminal justice community in 2004 indicated that there is a need for minimum standards in the areas of reading comprehension and writing for entrance into BLET programs. The Commission must identify ways to ensure that enrolling students possess a standard level of competency that will meet the needs of law enforcement agencies throughout the State.

### **Committee**

Objective A is the responsibility of the Planning and Standards Committee. Objectives B and C are the responsibility of the Education and Training Committee.

## GOAL 2

Continue examination of professional development, retention, and recruitment of criminal justice officers, with the hope of improving the profession.

### **Objectives**

- A. Continue to study recruitment and retention of the criminal justice officer through examination of salary, benefits, and recognition.
- B. Lead in identifying best practices in these areas of study.
- C. Share information with local government and state officials about recruitment, retention, and professional development challenges faced by the criminal justice community.
- D. Devise legislative and funding strategies to achieve this goal.

### **Background**

Recruitment and retention of professional criminal justice officers is a continuing challenge for criminal justice agencies. The Commission must research and evaluate options for improving the appeal of working in the criminal justice system. Study and recommendations should include, but not be limited to, the following:

- Improvement of salaries and general compensation;
- Incentives in the certification process that encourage criminal justice officers to stay with their employer and in the profession;
- New ways for the Commission to recognize professional advancement;
- Progressive retirement options; and
- Options to ensure that any law enforcement agency, in considering the hiring of a previously separated officer who has been the subject of an internal or criminal investigation within the twelve months preceding separation, be informed of the previous investigations.

### **Committee**

Planning and Standards Committee. The last bullet under **Background** is the responsibility of the Probable Cause Committee, in cooperation with the Planning and Standards Committee.



### **GOAL 3**

Continue to develop a program of activities designed to assist all criminal justice officers in addressing the ever changing societal issues within the state. Consider incorporation of these topics into annual in-service training, or creation of lesson plans that may be used at agencies' discretion or as a part of the "chief's choice" portion of in-service training.

#### **Objectives**

- A. Survey agencies to determine current and future training needs. Societal issues suggested as possibilities for this program are listed under **Background** below.
- B. Develop activities to serve the identified needs.
- C. Devise legislative and funding strategies to achieve this goal.

#### **Background**

Input from the criminal justice community in 2004 indicated a strong desire for criminal justice officers to be more knowledgeable about the continually changing needs of society and the influx of people from different cultures. The Commission should create a program of activities, such as publications and training events, that provides opportunities for criminal justice officers to learn more about these issues.

Societal issues to be addressed under this Goal include, but are not limited to, the following:

- Understanding and dealing effectively with people from diverse cultural and language backgrounds (especially Spanish);
- Issues related to the elderly;
- Juveniles, and domestic violence;
- Changing drug use issues, like methamphetamine abuse;
- Changing technology and its impact on criminal offenses and investigation approaches;
- Terrorism;
- Gangs; and
- Special needs groups.

#### **Committee**

Education and Training Committee.

#### **GOAL 4**

Maintain current funding and seek new funding and staff support from the Department of Justice and the General Assembly.

#### **Committee**

Executive Committee.

#### **GOAL 5**

Review Commission training for possible improvements in delivery methods and facilities.

#### **Objectives**

- A. Survey agencies and criminal justice community to determine current and future training needs.
- B. Research and review technological advances in training methods. Consider greater use of online learning, computerized instruction, and video training, among other methods.
- C. Assess current training for attention to adult education principles.
- D. Review existing facilities to determine current and future space needs.
- E. Review existing rules to determine if amendments are needed to facilitate implementation of alternative training delivery methods.
- F. Devise legislative and funding strategies to achieve this goal.

#### **Background**

Input from the criminal justice community in 2004 indicated that there is a strong interest in distance and online learning, computerized testing, and video training. A need was also expressed for more training facilities for specialized topics such as driver training.

#### **Committee**

Education and Training Committee.

## **GOAL 6**

Evaluate the need for standards in particular areas of criminal justice specialization, including crime scene investigation, Spanish interpretation, K-9 handlers, and field training. Standards may range from voluntary guidelines to full certification.

### **Objectives**

- A. Survey agencies for current and future needs for standards in the identified areas of study.
- B. Assess need for voluntary standards or certification in each of the identified areas of study.
- C. Devise legislative and funding strategies to achieve this goal.

### **Background**

The criminal justice community expressed considerable interest in developing standards and even certification programs for specialized areas within the criminal justice profession, such as crime scene investigation, Spanish interpretation, K-9 handler and field training.

### **Committee**

Education and Training Committee.

## **GOAL-7**

Continue to develop strategies to promote greater input to the Commission from the criminal justice system and the general public.

### **Objectives**

- A. Research and implement formats that allow the Commission to more readily communicate with these audiences, and for these audiences to communicate with the Commission.
- B. Devise legislative and funding strategies to achieve this goal.

### **Background**

The criminal justice community expressed interest in increased information from the Commission, including creation of listservs of communities served by the Commission, revival of a Commission newsletter, and greater use of the internet.

### **Committee**

Executive Committee.